

WMAQ and WSNS 2020 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMAQ and WSNS.

The information contained in this Report covers the time period beginning August 1, 2019 to and including July 31, 2020 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

2020 Annual EEO Public File Report

I. Vacancy Recruitment

Covering the Period from August 1, 2019 to July 31, 2020
Stations Comprising Station Employment Unit: WMAQ and WSNS

WMAQ Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Host, WMAQ-TV	8/26/2019	Recruitment Source Data Form	Talent Agent and Employee Personal Referral	2	12
1	Producer, NBC Chicago	9/3/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	VP, Creative Services & Programming-WMAQ	9/11/2019	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	11
1	Account Executive (NBC/TLMD Chicago	9/30/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Account Executive-Chicago Spot Sales	9/30/2019	Recruitment Source Data Form	Industry & Business Contact Referral	1	2
1	News Content Producer, WMAQ-TV	9/30/2019	Recruitment Source Data Form	Current Temp Employee	1	2
1	Client Service Rep-WMAQ	10/7/2019	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	2
1	Meteorologist/Weather Anchor, WMAQ-TV	10/21/2019	Recruitment Source Data Form	Talent Agent	1	6
1	Lead Media Specialist, WMAQ-TV	11/11/2019	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	7
1	News Content Producer, WMAQ-TV	12/9/2019	Recruitment Source Data Form	Industry & Business Contact Referral	1	3
1	Manager, Technology - Chicago	2/17/2020	Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Client Services Rep (WMAQ)	2/18/2020	Recruitment Source Data Form	Sourced from LinkedIn by NBCU TA	1	1
1	News Content Producer, WMAQ-TV	3/2/2020	Recruitment Source Data Form	Current Temp Employees	1	1
1	Producer, NBC Chicago	3/2/2020	Recruitment Source Data Form	Employee/Personal Referral	1	8
1	Senior Sales Director (NBC/TLMD Chicago)	3/16/2020	Recruitment Source Data Form	Current NBCU Staff Employee	1	3
1	Technical Director, WMAQ-TV	3/30/2020	Recruitment Source Data Form	Current NBCU Staff Employee	1	6
1	News Production Manager, WMAQ-TV	3/30/2020	Recruitment Source Data Form	Current NBCU Staff Employee	1	4
WMAQ Total Number of Persons Interviewed						74

WSNS Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate Hired	Number Hired	Number Interviewed
1	Account Executive-Chicago Spot Sales	8/5/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	3
1	Telemundo National Sales Planner	11/11/2019	Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Sales Account Executive (NBC/TLMD Chicago)	12/9/2019	Recruitment Source Data Form	Industry & Business Contact Referral	1	3
1	News Reporter, WSNS-TV	1/6/2020	Recruitment Source Data Form	Employee/Personal Referral	1	4
1	Sports Anchor/News Reporter, WSNS-TV	3/2/2020	Recruitment Source Data Form	nbcunicareers.com (and other job sites)	1	5
WSNS Total Number of Persons Interviewed						16

Total Number of Persons Interviewed During Applicable Period for WMAQ and WSNS: 90

II. Recruitment Source Information for Vacancies

Covering the Period from August 1, 2019 to July 31, 2020
Stations Comprising Station Employment Unit: WMAQ and WSNS

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Current pool of temp employees: Yoh Staff, Daily Hires, freelancers	6
Employee Referrals (Employee Referral Program)	15
Industry and Business contacts referrals	8
LinkedIn.com	3
NBCUnicareers.com - recruiting site External/Internal applicants	27
- NBC & TLMD Internship Program	0
- Internal NBCU employee candidates	23
- Internal Comcast employee candidates	0
- NBCU Rehired Employees	1
Talent Agent representatives of on-air talent	7
Contract Recruiter - NABJ, NAHJ	0
TOTAL	90

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from August 1, 2019 to July 31, 2020
Stations Comprising Station Employment Unit: WMAQ and WSNS

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
NABJ	8/7/2019-8/9/2019	2016 NABJ Convention & Career Fair in Miami	Frank Whittaker
NAHJ	9/5/2019-9/6/2019	NAHJ Career Fair	Diana Maldonado
Chicago LIT College Tour Career Fair & Mixer	10/9/2019	Blue Cross and Blue Shield of Illinois	Frank Whittaker, Jody Bajor Oshita and Manuel Cossi
Northwestern University	1/31/2020	Two-day Winter 2019 Internship & Job Fair	Thomas Tibai, Campus to Career Recruiter

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
Storm Chaser	8/2/2019	Touch a Truck Event	Rob Gordon
Chicago Public Schools	8/7/2019	Back to School Bash	Jessica Delgado
Tour Voucher Recipient	8/9/2019	Studio Tour	Carmen Vega
Chicago Public Schools	8/12/2019	Back to School Bash	Anayeli Ruiz
Chicago Public Schools	8/13/2019	Back to School Bash	Alfonso Gutierrez
DePaul University's Georgian Journalism	8/14/2019	Studio Tour	Frank Whittaker, Phil Rogers, Aida Colón and Emma Asante

Comcast YPN Group	8/22/2019	Studio Tour	Stephanie Jimenez and Kerry Beckett
Tour Voucher	8/23/2019	Studio Tour	Tony Macaluso
Tour Voucher	8/28/2019	Studio Tour	Marion Brooks
Storm Chaser	9/7/2019	Touch a Truck Event	Dave Marshall
Gary Elementary School	9/23/2019	School Wide Assembly to motivate students about their futures	Alfonso Gutierrez
Kankakee Community College TRIO Upward Bound	9/25/2019	Studio Tour	Emma Asante and Carmen Vega
Tour Voucher	10/2/2019	Studio Tour	Carmen Vega
Reed Custer Middle School	10/4/2019	Talked to a group of students about Weather and how it all happens.	Kalee Dionne
Pembroke Township School	10/16/2019	Talked to a group of students about Weather and how it all happens.	Kalee Dionne
DePaul University	10/16/2019	Speaking to Journalism Students	Phil Rogers
Comcast NBCUnites	11/12/2019	Be a Mentor with Step Up Chicago - mentoring college-bound and career focused girls through speed networking and hands on activity	Jody Bajor, Lisa Balde, Iris Berrios, Allison Buehner, Mark Cassidy, Simone Cheatham, Alfonso Gutierrez, Hilda Gutierrez, Luis Hernandez, Patricia Hernandez, Donisha Jones, Jorge Lara, Jennifer Lay, Carmen Lewis, Erin McCourtney, Diana Maldonado, Tara Carroll, Anabel Monge, Zully Ramirez, Latarsha Roberson, Yesenia Rubio, Sam Vanduser and Maricela Vazquez
Chebanse Elementary School	11/13/2019	Talked to a group of students about Weather and how it all happens.	Kalee Dionne
Tour Voucher	11/14/2019	Studio Tour	Marion Brooks

GEMS World Academy	11/15/2019	Storm Ranger and Weather Talk	Emma Asante and Rob Gordon
Tour Voucher	11/25/2019	Studio Tour	Lisa Parker
Torres Elementary School	12/3/2019	Talked to a group of students about careers	Zoraida Sambolin
Columbia College	12/5/2019	Speaking to a Journalism Class	Karla Leal
Cannabis Phonebank with Experts	12/6/2019	Taking calls from our viewers that had questions concerns about Cannabis becoming Legal	Emma Asante and Phil Roger
Tour Voucher	12/13/2019	Studio Tour	Carmen Vega
Illinois School (13)	12/18/2019	Studio Tour	Carmen Vega
Tour Voucher	12/31/2019	Studio Tour	Greg Butler
Tour Voucher	12/31/2019	Studio Tour	Natalie Martinez
Tour Voucher	1/3/2020	Studio Tour	Carmen Vega
Viewer Visit	1/9/2020	Weather Department Tour	Brant Miller and Paul Deanno
Tour Voucher	1/29/2020	Studio Tour	Carmen Vega
Reinberg Elementary School	1/30/2020	Talked to a group of students about weather	Andy Avalos
Regina High School	2/13/2020	Studio Tour	Mark Cassidy and Carmen Vega
Central Washington University (13)	2/20/2020	Studio Tour	Carmen Vega
Barrington High School	2/25/2020	Studio Tour	Carmen Vega and Emma Asante
Medill Graduate Students	2/26/2020	Studio Tour	Frank Whittaker, Carmen Vega, and Emma Asante

Tour Voucher	2/28/2020	Studio Tour	Carmen Vega
Lowell Elementary School	3/4/2020	Talked to a group of students about weather	Andy Avalos
Conant High School	3/4/2020	Studio Tour	Emma Asante
Lincoln Cultural Center in Kankakee	3/5/2020	Talked to a group of students about weather	Paul Deanno
Joliet Catholic Academy	3/6/2020	Studio Tour	Emma Asante
Comcast	3/9/2020	Studio Tour	Carmen Vega
ALL TOURS CANCELLED DUE TO COVID-19			

EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA: The Employment Unit participates in the Emma Bowen Foundation for Minority Interest in Media Fellowship program, which is a broadcasting industry scholarship program designed to provide part-time jobs and learning experiences to minority high school and college students. The program is unlike other intern programs in that the students work for their partner company during the summers and school breaks from their junior year in college until they graduate. During that period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Students in the program receive an hourly wage, as well as a matching compensation to help defray the cost of college tuition and expenses. The Stations have the opportunity to guide and develop minority students to prepare them for opportunities of permanent placement if available or placement with the NBCU Associates Program upon completion of their college degree. Mentoring from the selected staff in the sponsoring company is also a key element of the program.

EMPLOYEE TRAINING: Employees of WMAQ-TV and WSNS-TV are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility or skills. Various programs are provided by external vendors and internal company-sponsored programs. Employees of both stations participated in the following courses:

- Respect in the Workplace training open to all WMAQ and WSNS Employees – August 28-29, 2019 and October 23, 2019
- CMS Training, a comprehensive station-wide training that will enable everyone to contribute digitally, open to all WMAQ and WSNS News Department – October 17-18, 2019
- Seyfarth Shaw at Work training “Leading for Success” open to all WMAQ and WSNS Managers – November 11, 2019 and November 25, 2019

- Kantar Market Advisor & Direct Heat open to all WMAQ & WSNS Sales Department – November 14, 2019 and January 30, 2020
- Legal and Standards Training Makeup Sessions open to all WMAQ & WSNS News Department – November 16, 2019
- Emerging Leaders Program, designed to give you the skillset to help you move up into a leadership role, open to WMAQ & WSNS Employees – January 1– March 4, 2020 and virtual training beginning July 29, 2020
- Photographer and Reporter workshop and training session open to all WMAQ & WSNS News Department – February 22, 2020
- Microsoft Teams Training: Live Event WebEx, learn how to schedule and produce team live event open to all WMAQ & WSNS Employees, April 21, 2020
- Chicago Digital Training 2.0 Streaming 101 open to all WMAQ & WSNS Sales Department – May 21, 2020
- TVROCS Local Training (3 sessions) open to all WMAQ & WSNS Sales Department – May 19, 21 & 26, 2020

INTERNAL SKILLS ENHANCEMENT PROGRAMS: The Broadcast Stations of NBCUniversal is fortunate to be supported in learning and development opportunities through various corporate programs that are available to employees. These internal programs are designed to enhance their ability to assume positions of greater responsibilities or skills and help shape and deliver the future of NBCUniversal.

The Talent Lab is NBCUniversal's suite of learning and development experiences that are uniquely designed to develop and engage our employees to deliver for the future. These sponsored programs focus on building personal leadership and business knowledge so that employees at all levels of the organization are equipped to meet the demands and expectations of our challenging, fast-paced, and evolving media and entertainment environment. We meet NBCUniversal talent where they are in their careers with experiences that align, build, accelerate and elevate what is needed for success from early-career professionals to executive-level leaders.

The Align Track is designed to align talent new to company/new to role to the expectations, business and culture of NBCUniversal. Includes, Jump, Pivot, Spirit and Start. *The Build Track* is designed to build the core media skills, business acumen and capabilities needed by talent to drive the strategic business priorities forward. Includes Engage, Influence, Invest, Lead and Stream. *The Accelerate Track* is designed to accelerate high potential talent to creative, invent and deliver the future of media. Includes Connect, Create, Case and Drive. The *Elevate Track* is designed to engage, empower and elevate diverse talent in their careers. Includes, Amplify, Elevate and Shine

In addition to these core Learning & Development Programs, the Owned Stations division provides the following NBCU Stations Training and Development programs: Sales Associates Program and She Leads, Sales Development Program.

The broadcast stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination.

These offerings include Discrimination/Harassment Prevention Training, Integrity Training, Code of Conduct training, Protecting Company Information Training, Effective Communication Guidelines Training, Gifts and Business Entertainment Guidelines Training, Diversity and Inclusion Training and Conflict of Interest Prevention Training. The internal employee benefits website provides specific information regarding the Company's Tuition Reimbursement Program for continuing education and an online eLearning catalog of available training courses for employees' career development. The partnership between NBCUniversal, LinkedIn Learning and the Harvard Manage Mentor program continues and offers online professional development courses to all NBCUniversal employees.

Continual on-line training is required of all employees on the Company's EHS (Environmental Health & Safety) Programs.

INTERNSHIP PROGRAM: The Employment Unit maintains an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 20 college students participated in the program during the last Fall, Spring and Summer sessions. The NBC/Telemundo Internship Program in Chicago is a paid internship program, providing real work experience and deliverables during their internship. Additionally, the internship program exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information in addition to their real work experience. The Program coordinator is Aida Areizaga, Human Resources Coordinator, WMAQ-TV & WSNS-TV, NBCU Chicago.

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION: Employees of the Stations participate in extensive community relations activities, which also create opportunities to educate the community about broadcasting and employment opportunities with WMAQ-TV, WSNS-TV and within the broadcast field in general. Set forth below is a sampling of the community events in which the Employment Unit's personnel participated during the reporting period:

2019/2020 - WMAQ's general sampling of sponsored community events and outreach:

2020

Sunday, January 12th	Zoraida Sambolin served as a guest reader for I Am A Gentleman new book series at Chicago Children's Theater.
Tuesday, January 14th	Kye Martin served as an emcee Jackson Chance Expansion to Rush University Medical Center.
Thursday, January 16th	LeeAnn Trotter interviewed Katie Kadan of The Voice for the Museum of Broadcast Communications.
Friday, January 17th	Michelle Relerford served as an emcee at the Mayor's office MLK Interfaith Breakfast event at the Marriott.
Saturday, January 18th	LeeAnn Trotter served as a collaborator at the MLK Speech Slam Competition at Kennedy King College.
Saturday, January 25th	Regina Waldroup served as a presenter at the Western Cook County Chapter of Jack and Jill of America's Module Mania in Oak Park.

Sunday, January 26th	Courtney Hall and Matthew Rodrigues served as co-emcees at Cast Paddle Battle benefitting the 100 Club of Chicago at Spin Chicago.
Wednesday, January 29th	Zoraida Sambolin served as an emcee for the Make A Wish Gala First Look Event at Offshore Rooftop.
Saturday, February 1st	Andy Avalos served as a judge at the Souper Bowl Challenge benefitting Orland Township Food Pantry in Orland Park.
Tuesday, February 4th	Alex Maragos served as an emcee at the Magnificent Mile Annual Meeting at the Ritz Carlton.
Wednesday, February 5th	Zoraida Sambolin served as a host at a Conversation with Sean Hayes on behalf of Goodman Theater. Paul Deanno visited St. Mary's Catholic School and will speak to a Kindergarten class about weather.
Thursday, February 6th	Marion Brooks was a panel host at the Meeting of the Minds at the University of Chicago.
Saturday, February 8th	Katie Kim served as an emcee at the Annual Asian American Coalition of Chicago at the Hyatt Regency. Lisa Parker served as an emcee at the ASPIRE Gala at the Radison Blue.
Thursday, February 13th	Courtney hall served as an emcee at the NBA Youth Voices Summit. Marion Brooks served as a moderator at the Chicago Sky All Star Weekend Panel.
Friday, February 14th	Courtney served as an emcee for the NBA All Stars Rising Stars Challenge.
Saturday, February 15th	Courtney Hall served as an emcee for the Com Ed Black History Month.
Friday, February 28th	Zoraida Sambolin served as an emcee at the North Lawndale Employment Network Sweet Beginnings Tea at the Four Seasons. Alex Maragos served as an emcee at the Grand Entrance Gala for Easter Seals Chicago.
Saturday, February 29th	Art Norman served as the emcee for the Face the Future Foundation Smile Ball at the Ritz Carlton.
Sunday, March 1st	Many from the station participated in the Special Olympics Polar Plunge.

Tuesday, March 3rd

Kye Martin served as an emcee for the Jackson Chance Expansion at Rush Univ. Medical Center.

Wednesday, March 4th

Zoraida Sambolin and LeeAnn Trotter served as Celebrity Models for the Glitz & Glamour Fashion Show and Luncheon.

Thursday, March 4th

Paul Deanno visited Lincoln Cultural Center in Kankakee and spoke to a group of students from K- 8 about weather.

Alex Maragos served as an emcee at the Boys & Girls Club Youth of the Year Dinner at Navy Pier.

Kye Martin served as an emcee for the Active Transportation Award Dinner at the Merchandise Mart.

Rob Stafford and Marion Brooks served as co-emcees for the BBB Annual Dinner at the Swissotel on Wacker.

Saturday, March 7th

LeeAnn Trotter served as the moderator for the Candidate Forum at the Quinn Chapel.

LeeAnn Trotter served as the master of ceremonies for A JASSAC AFFAIR presents "Rhapsody After 5" Gala IN Orland Park.

Wednesday, March 11th

Zoraida Sambolin served as an emcee for the Blood Science Foundation Next Up 2020 Awards at the Drake Hotel.

Thursday, March 12th

Lisa Parker served as an emcee at the Madison St. Theatre event in Oak Park.

LeeAnn Trotter served as a celebrity guest judge at the ABT Charity Wing Cook Off in Glenview.

2019

Friday, August 2nd

Zoraida Sambolin served as the emcee for the Penedo Charitable Organization Gala.

Zoraida Sambolin served as the emcee in the Salt and Light Coalition Dinner.

Saturday, August 3rd

LeeAnn Trotter was the Master of Ceremonies at the Black Harvest Opening Night.

Monday, August 5th

Anayeli Ruiz served as the emcee for the Back to School Bash at South Shore High School.

Wednesday, August 14th

Peggy Kusinski was a panelist at the Publicity Club of Chicago at Maggiano's Chicago.

Saturday, August 24th	Natalie Martinez served as the emcee to Saborea Event at Block 37.
Friday, September 6th	<p>Zoraida Sambolin served as the emcee for the WBDC Connect/Celebrate Luncheon at the Hyatt Regency O'Hare.</p> <p>Peggy Kusinski served as the emcee for the Catholic Charities Gala at Navy Pier.</p>
Saturday, September 7th	Rob Stafford and LeeAnn Trotter served as co-emcees for the Patrick Lives On event at the Chicago Chop Shop.
Sunday, September 8th	Marion Brooks served as the emceed A Day of Polo Club at the Oak Brook Polo Club.
Wednesday, September 11th	Peggy Kusinski was a panelist at the Women in Sports event at Guaranteed Rate Field.
Thursday, September 12th	Art Norman served as the emcee for the Chicago Football Classic President's Reception at the South Shore Cultural Club.
Saturday, September 14th	<p>Christian Farr served as the emcee for the UNCF Walk at Burham Park.</p> <p>Mary Ann Ahern served as the emcee for the Pulmonary Fibrosis Foundation at Diversey Harbor.</p> <p>Anayeli Ruiz served as the emcee for the Latino Expo at Block 37.</p> <p>Andy Avalos served as the emcee for the 8th Annual Pet Palooza at Orland Township.</p> <p>Art Norman, Regina Waldroup, Curtis Sweat, Pam Oliver, and Emma Asante participated at the Chicago Football Classic at Soldier Field.</p>
Sunday, September 15th	<p>Andy Avalos served as the emcee for the 17th Annual Ride for Autism Speaks Chicago from St. Charles to Shorewood.</p> <p>LeeAnn Trotter served as the emcee for the Roaring 20's Jazz Annual Fundraiser at Rosemoor Community Association.</p>
Thursday, September 19th	<p>Sandra Torres served as an emcee for the Hispanic Heritage Month celebration for the Illinois Treasurer's Office at the Thompson center.</p> <p>Anayeli Ruiz served as an emcee for the Illinois Coalition for Immigrant and Refugee Rights Gala at the Drake Hotel.</p>

Zoraida Sambolin served as an emcee for the Raices Gala benefiting the National Museum for PR Arts at Galleria Marchetti.

Saturday, September 21st

Zoraida Sambolin served as an emcee for the Advocate Lutheran General Hospital Gala at The Geraghty.

Andy Avalos served as an emcee in the 10th Annual Head for Safety 5K Run/Walk at Centennial Park.

Friday, September 27th

Alicia Roman served as a judge at the Harris Theater Rooftop Hamburger Hop Judge.

Lisa Parker served as an emcee for the Snow City Arts Gallery Night Emcee at the School of the Arts Institute of Chicago Ballroom.

Christian Farr served as an emcee for the Juvenile Temporary Detention Center Foundation Gala at the Hyatt Regency Chicago.

Saturday, September 28th

Alex Maragos served as an emcee at the Chicago Gourmet Lost in Spice at Millennium Park.

Zoraida Sambolin served as an emcee at the Benefit for the Restore Justice Future Leaders Apprenticeship Program at the home of Leonard Goodman in Lakeview.

Sunday, September 29th

LeeAnn Trotter served as an emcee for the Chicago Gourmet Select Demos Booth at Millennium Park.

Thursday, October 3rd

Lisa Parker served as an emcee at the Age Options Celebrating Connections at the Hyatt Regency.

Saturday, October 5th

Matthew Rodriguez and Hilda Gutierrez served as co-emcees at the Runway Latin X "The Phoenix" International Gala at Space Stage Studios,

Regina Waldroup served as an emcee for the Freedom of Movement Gala for the Arthritis Foundation at the Hilton Chicago.

Sunday, October 6th

Patrick Fazio served as an emcee for Parkinson's Foundation Moving Day at Soldier Field.

Lauren petty served as an emcee for Run for Kelli at Lyons Township High School.

Thursday, October 10th

LeeAnn Trotter served as an emcee the Wabash YMCA Founders Event.

Friday, October 11th	<p>Zoraida Sambolin served as an emcee at the Bank of America Marathon Luncheon at the Hyatt Regency.</p> <p>Sabrina Santucci served as an emcee for the Italian American Chamber of Commerce Gala at the Bridgeport Art Center.</p>
Saturday, October 12th	Natalie Martinez served as a Celebrity Guest at the Second City Training Center.
Sunday, October 13th	Most of the NBC 5 talent participated in the Bank of America Marathon in Chicago.
Friday, October 18th	Natalie Martinez was a presenter for the Brain Injury Association of Illinois and spoke about maintaining Fitness and Wellness in the Community.
Saturday, October 19th	Dick Johnson served as an emcee at the Easter Seals Fashion Show and Brunch at the Hilton in Oak Brook Hills.
Friday, October 25th	Andy Avalos served as an emcee at the Columbia College Fundraiser for Gianna Esposito Scholarship in Orland Park.
Saturday, October 26th	<p>Anayeli Ruiz was a guest at Gigi's Playhouse Annual Get Down with Down Syndrome Dance -A-Thon at DePaul College Prep High School.</p> <p>Alex Maragos served as an emcee at the WITS Blackboard Affair Gala at the Geraghty.</p> <p>Sabrina Santucci served as an emcee at the Friends of Prentice Benefit Gala at the Radisson Blue Aqua Hotel.</p> <p>LeeAnn Trotter served as an emcee at the Susan G Komen Chicago Gala, All Bets on Pink at the Palmer House.</p>
Sunday, October 27th	Lexi Sutter served as a host for the 60 th Annual Greek Orthodox Church Consecration event at the Westin North Shore in Wheeling.
Monday, October 28th	Allison Rosati and Rob Stafford both served as co-emcees for the Chicago Innovations Awards Dinner at Harris Theater.
Tuesday, October 29th	Alicia Roman and Lexi Sutter served as co-host at the Stars of the Industry 2019 at the Renaissance Schaumburg Convention Center.
Friday, November 1st	LeeAnn Trotter served as an emcee at the Hyde Park Neighborhood Club 110 th Anniversary Gala.
Saturday, November 2nd	Zoraida Sambolin served as an emcee for the National Cuatro Festival at Harris Theater.

Michelle Relerford and Rob Stafford served as co-emcees at the Urban League Golden Fellowship Dinner at the Chicago Hilton.

Alex Maragos served as the emcee for the McCord Gallery Benefit at the Crystal tree Country Club.

Sunday, November 3rd

Andy Avalos served as an emcee at the Holiday Meals on Wheels Celebrity Chefs Brunch at Drury Lane in Oakbrook.

Lisa Parker served as the emcee at the Glen Ellyn Chamber of Commerce's Winter Showcase Fashion Show.

Thursday, November 7th

Michelle Relerford served as the emcee for the Illinois Action for Children Gala at the Harold Washington Library.

Friday, November 8th

Phil Rogers served as the emcee for the C.O.P.S. National Conference at the Hilton Chicago.

Dick Johnson served as the emcee for the Retirement Dinner of the Norwegian Consul General at the Rolling Green Rolling Meadows Country Club.

Saturday, November 9th

Christian Farr served as the emcee for the Monarch Awards Gala "A Tribute to Black Men" at the Chicago Hyatt Regency.

Sunday, November 10th

Zoraida Sambolin served as the emcee for the St. Jude Fashion Show at the Convention Center in Rosemont.

Tuesday, November 12th

Dick Johnson served as the emcee for the Assistance League of Chicagoland West Books and Brunch Fundraiser in Glen Ellyn.

Thursday, November 14th

Kye Martin served as an emcee at the 7th Annual Ping Pong Ball VIP Reception and Auction at the St. Jane Hotel.

Zoraida Sambolin served as an emcee for the Chicago Latino Network event at the Metropolitan Club.

Art Norman served as an emcee at the James R Jordan Foundation at the Palmer House.

Zoraida Sambolin served as an emcee at the ASPIRA 50th Anniversary Celebration at the Swiss Hotel.

Friday, November 15th

Regina Waldroup served as an emcee at the Shelters Inc Charity Ball at the Hyatt Regency in Schaumburg.

Saturday, November 16th

Andy Avalos served as an emcee for the St. Coletta's of Illinois The Caritas Benefit in Bolingbrook.

Christian Farr served as an emcee for the NAACP Freedom Fund Banquet in Evanston.

Tuesday, November 19th

Anayeli Ruiz served as a moderator at the 2019 Championing a Diverse Workforce Networking Forum at the Media and Conference Lounge.

Wednesday, November 20th

Rob Stafford served as an emcee for the Chicago Crime Commission 100th Anniversary Stars of Distinction Awards Dinner at the Hilton Chicago.

Tuesday, December 3rd

Allison Rosati served as emcee at the Infant Welfare Society Mistletoe Medley event in Oakbrook.

Saturday, December 7th

LeeAnn Trotter served as the emcee at the SMART Museum on the campus of the University of Chicago.

Tuesday, December 10th

Phil Rogers accepts the Illinois Operation Lifesaver Award from the Illinois Commerce Commission.

Friday, December 13th

Alex Maragos served as an emcee at the IHLA Membership & State Stars of the Industry Holiday Luncheon at the Palmer House.

Saturday, December 14th

Allison Rosati and Rob Stafford served as co-emcees for the JDRF Gala at McCormick Place.

2019/2020 - WSNS-TV's general sampling of sponsored community events and outreach:

2020

Friday, February 14th

Alfonso Gutierrez, Maricela Vazquez, Anabel Monge, and Benjamin Zamora participated at the Chicago Auto Show Hispanic Day event.

Tuesday, February 25th

Hilda Gutierrez served as a moderator for the Bank of America Hispanic Spotlight Event.

Sunday, March 1st

Many from the station participated in the Special Olympics Polar Plunge.

2019

Thursday, August 7th

Irene Sanchez served as the emcee for the Chicago Housing Authority Take Flight College Reception at the Harold Washington Library.

Tuesday, August 27th

Alfonso Gutierrez, Hilda Gutierrez, and Anayeli Ruiz co-emceed Mexico en el Corazon in Millennium Park.

Sunday, September 8th

Anabel Monge served as the emcee for the Little Village VIP Breakfast.

Tuesday, September 10th	Zully Ramirez participated in the Central American Independence Celebration in Chicago at Daley Plaza.
Friday, September 13th	Alfonso Gutierrez served as the Hispanic Pro Hispanic Heritage Month Celebration at the Godfrey Hotel Chicago.
Sunday, September 15th	Maria Elena Ponticiello served as the emcee for Fiestas Patrias Ravinia.
Sunday, October 6th	Sandra Torres, Iris Berrios, Irene Sanchez all served as models for the Daisie Foundation Fashion Show at Kimpton Gray Hotel.
Sunday, October 13th	Most of the Telemundo Chicago talent participated in the Bank of America Marathon.
Tuesday, October 15th	Anayeli Ruiz served as a panelist at the PRSA Hispanic Heritage Month event.
Tuesday, October 29th	Zully Ramirez served as a guest presenter at the SUNY Oswego event in New York.
Wednesday, October 30th	Hilda Gutierrez served as an emcee at the Back of the Yards Fundraising Gala at the LOEWS Hotel.
Friday, November 15th	Alfonso Gutierrez served as an emcee for the Chicago Commons Celebrates Generations of Generosity event at the Radisson Blu Aqua Hotel.
Saturday, December 7th	Alfonso Gutierrez served as an emcee at the Necahual Foundation 16 th Annual Gala at Drury Lane.

Appendix A: Recruiting Sources 2019 - 2020

Ms. Shameka Turner Director, Marketing & Development Austin Coming Together 5049 W. Harrison Chicago, IL 60644 (773) 417-8606 sturner@austincomingtogether.org	Ms. Evelyn Rivera-Swint CEDA - Community & Economic Dev. Associations of Cook County, Inc. 567 W. Lake Street, Suite 1200 Chicago, IL 60661 (312) 782-2332 (312) 795-1034 Fax erswint@cedaorg.net
Has this source requested notices? [Yes/No]	Has this source requested notices? [Yes/No]

<p>Ms. Pattlyn Beals Adminstrative Manager Chatham Business Association 806 E. 78th Street Chicago, IL 60619 (773) 794-5006 (773) 855-8905 Fax pattilynbeals@cbaworks.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Mr. Darius Ballinger Chasing23 Youth Empowerment Group 4501 S. Calument Ave., Apt # 3N Chicago, IL 60653 (312) 504-6719 info@chasing23.org</p> <p>Has this source requested notices? [Yes/No]</p>
<p>c/o Mr. Will Davis Governors State University 1 University Parkway University Park, IL 60484 (708) 235-7494</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Kelly Anne Ohde Director of Communications Easter Seals Chicago 1939 W. 13th Street Chicago, IL 60608 (312) 491-4110 kellyanne.ohde@eastersealschicago.org</p> <p>Has this source requested notices? [Yes/No]</p>
<p>Ms. Lisa See Kim Mikva Challenge 200 S. Michigan Ave., Suite 100 Chicago, IL 60604 (312) 863-6340 lisa@mikvachallenge.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Monica Hurtado St. Augustine College 1345 W. Argyle Street Chicago, IL 60640 (773) 878-8756 mhurtado@iwe.staugustine.edu</p> <p>Has this source requested notices? [Yes/No]</p>
<p>Ms. Tammy L. Deavours Chief Operations Officer United States Hispanic Leadership Institute 431 S. Dearborn Street, Suite1203 Chicago, IL 60605 (312) 427-8683 tdeavours@ushli.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>NLGJA: The Association of LGBTQ Journalists 2120 L Street NW STE 850 Washington, DC 20037 (202) 588-9888 info@nlgja.org</p> <p>Has this source requested notices? [Yes/No]</p>

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Host, WMAQ-TV

Date Job Filled: 8/26/2019

Recruitment Source That Referred Ultimate Hire: Talent Agent and Employee Referral

Total Number of Interviewees: 12

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current Temp Employees (1)	N/A	N/A	N/A	No
Employee/Personal Referral (7)	N/A	Dianne Hannes, Tony Macaluso, Frank Whittaker	N/A	No
Industry & Business Contact Referral (1)	N/A	Jessica Smedick	N/A	No
Talent Agent (3)	N/A	Andrew Stroth, Traci Wilkes Smith and Steve Mandell	N/A	No
NBCUnivesal.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Producer, NBC Chicago

Date Job Filled: 9/3/2019

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee/Personal Referral (2)	N/A	Frank Whittaker and Meredith Fox/Telepictures	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCUnivesal.com (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: VP, Creative Services & Programming - WMAQ

Date Job Filled: 9/11/2019

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 11

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
NBCUnivesal.com (9)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Account Executive Chicago Spot Sales

Date Job Filled: 9/30/2019

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Account Executive-Chicago Spot Sales

Date Job Filled: 9/30/2019

Recruitment Source
That Referred
Ultimate Hire: Industry & Business Contact Referral

Total Number of
Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	N/A	N/A	N/A	No
Industry & Business Contact Referral (2)	N/A	N/A	N/A	No
Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer, WMAQ-TV

Date Job Filled: 9/30/2019

Recruitment Source
That Referred
Ultimate Hire: Current Temp Employee

Total Number of
Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Current Temp Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Client Service Rep (WMAQ)

Date Job Filled: 10/7/2019

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of
Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Meteorologist/Weather Anchor, WMAQ-TV

Date Job Filled: 10/21/2019

Recruitment Source
That Referred
Ultimate Hire: Talent Agent

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Talent Agent (4)	N/A	Rick Ramage, Peter Goldberg, Rick Ramage and Gregg Willinger	N/A	No
Industry & Business Contact Referral (1)	N/A	N/A	NABJ	No
Current Temp Employee (1)	N/A	N/A	N/A	No
NBCUnicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Lead Media Specialist, WMAQ-TV

Date Job Filled: 11/11//2019

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of
Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (3)	N/A	N/A	N/A	No
Current NBCU Staff Employee (4)	N/A	N/A	N/A	No
Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer - WMAQ

Date Job Filled: 12/9/2019

Recruitment Source
That Referred
Ultimate Hire: Rehired Employee

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (1)	N/A	N/A	N/A	No
Rehired Employee (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Manager, Technology - Chicago

Date Job Filled: 2/17/2020

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	NA	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Client Services Rep (WMAQ)

Date Job Filled: 2/18/2020

Recruitment Source
That Referred
Ultimate Hire: Sourced from LinkedIn by NBCU TA

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Content Producer, WMAQ-TV

Date Job Filled: 3/2/2020

Recruitment Source
That Referred
Ultimate Hire:

Current Temp Employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnivesal.com	N/A	N/A	N/A	No
Current Temp Employees (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Producer, NBC Chicago

Date Job Filled: 3/2/2020

Recruitment Source
That Referred
Ultimate Hire: Employee/Personal Referral

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (4)	N/A	N/A	N/A	No
Industry & Business Contact Referral (1)	N/A	Pat Gulotta/Leah Kohn	N/A	No
NBCunicareers.com (2)	N/A	N/A	N/A	No
Employee Personal Referral (1)	N/A	Julie Maddox	N/A	No
Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Senior Sales Director (NBC/TLMD Chicago)

Date Job Filled: 3/16/2020

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com (2)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Technical Director, WMAQ-TV

Date Job Filled: 3/30/2020

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (4)	N/A	Jody Bajor	N/A	No
NBCunicareers.com (1)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: News Production Manager - WMAQ

Date Job Filled: 3/30/2020

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current Temp Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com (and other job sites)	N/A	N/A	N/A	No
Current NBCU Staff Employee (3)	N/A	N/A	N/A	No
Appendix A	Reference Appendix A	Reference Appendix A	Reference Appendix A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Account Executive Chicago Spot Sales

Date Job Filled: 8/5/2019

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Employee/Personal Referral (2)	N/A	Mike Chico	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Telemundo National Sales Planner

Date Job Filled: 11/11/2019

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Sales Account Executive (NBC/TLMD Chicago)

Date Job Filled: 12/16/2019

Recruitment Source
That Referred
Ultimate Hire: Industry & Business Contact Referral

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Industry & Business Contact Referral (3)	N/A	N/A	N/A	No
NBCunicareers.com	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Reporter, WSNS-TV

Date Job Filled: 1/6/2020

Recruitment Source
That Referred
Ultimate Hire: Employee/Personal Referral

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Industry & Business Contact Referral (2)	N/A	Phillip Sierra and Miguel Angel Lopez	N/A	No
NBCunicareers.com (2)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Sports Anchor/News Reporter, WSNS-TV

Date Job Filled: 3/2/2020

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com (and other job sites)

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com (5)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)